

REGULAR CITY COUNCIL MEETING

July 7, 2005

7:10 p.m.

PRESENT:	LouAnn Christensen	Mayor
	Jon Adams	Councilmember
	Holly Bell	Councilmember
	Alden Farr	Councilmember
	Reese Jensen	Councilmember
ALSO PRESENT:	Dennis Sheffield	Director of Finance/Deputy City Recorder
	Don Tingey	City Administrator
	Bruce Leonard	Director of Public Works
	Ben Boyce	Director of Parks and Recreation
	Mark Teuscher	City Planner
	Paul Tittensor	Chief of Police
	Alan Wright	Director of Public Power
	Paul Larsen	Director of Economic Development
	Jim Buchanan	Director of Emergency Services
EXCUSED:	Bob Marabella	Councilmember

Mayor Christensen called the meeting to order and gave a prayer as part of the reverence period, and led the audience in the Pledge of Allegiance. She presented the agenda as follows:

PUBLIC COMMENT  
CONSENT

New Hire, Library  
Resolution Adopting the Final Tax Rates

PUBLIC HEARING

Amendment to Zoning Ordinance to Add the Definition of a Model Home/Temporary Sales Office and to Establish Use Regulations

NEW BUSINESS

Update on Cultural Plan (*tabled*)  
Personnel Committee Recommendations

OTHER BUSINESS

Flood Recovery Meeting (*added*)  
Conceptualization and Clarification of Vision (*added*)  
SCIN Conference Tour for Brigham City (*added*)

CLAIMS

Payment Register and Cash Disbursements

Councilmember Farr made a motion to approve the agenda as amended. The motion was seconded and carried unanimously.

PUBLIC COMMENT

There were no comments from the public.

CONSENT

New Hire, Library

It was recommended Nichole Bennett be hired as a Library Page, effective July 20, 2005.

Resolution Adopting the Final Tax Rates

The Certified Tax Rate (CTR) was received from the County. No truth in taxation procedures are required. This resolution adopts the final tax rates as set by the CTR.

MOTION: A motion to approve the Consent Agenda was made by Councilmember Adams, seconded by Councilmember Farr and unanimously carried.

## PUBLIC HEARING

### Amendment to Zoning Ordinance to Add the Definition of a Model Home/Temporary Sales Office and to Establish Use Regulations

Mr. Teuscher explained that this amendment would be a use that would be allowed in all single family zones. It would be associated with a current subdivision under development. There would be a time frame in which the office would have to be closed once 80% of the development is completed, or three years, whichever is first. The ordinance states the terms of what can take place in the office. The primary function should be for the sale of the homes within the subdivision. It cannot be used as a personal residence, general real estate office, or construction management office of off-site development.

Mr. Teuscher explained the two new definitions within the Land Use Development Management Act (LUDMA). "Noncomplying structure" is a structure that does not meet the current conditions within the zones. It is a legal structure, but it does not meet the conditions. In this case, the Pro Shop does not meet residential setbacks. Any use allowed in the residential zone can happen in that structure. It is very similar to nonconforming; however, LUDMA separates this from a nonconforming use which is a use that is allowed but is no longer allowed. For example, Chip Shots is in an R-1-8 zone and is a nonconforming use, and as long as it continues to operate it will fall under this category.

A motion to open the public hearing was made by Councilmember Jensen, seconded and carried. There were no comments from the public. A motion to close the public hearing was made by Councilmember Jensen, seconded and carried.

MOTION: Councilmember Farr made a motion to approve the amendment to the Zoning Ordinance to add the definition of a model home/temporary sales office, seconded by Councilmember Jensen and unanimously carried.

## NEW BUSINESS

### Personnel Committee Recommendations

Mr. Tingey reported that the Personnel Committee met and reviewed several items. Mr. Tingey prepared this year's market adjustments using the same towns and cities selected three years ago. This year, the average market adjustment for all City positions was approximately 3%. Those 3% market adjustments have been allocated accordingly to make up 2% of the payroll approved with the budget. This works out to be a general 1.49% increase for all City employees. Based on the formula used, the 1.49% calculates to 2% of the payroll for market adjustments. These increases range from 2.9% to .35% depending on where the employee's pay fits into the market range for their job. Mr. Tingey added that when the City started with this program three years ago, the average market wage for the employees was about 92%. With these market adjustments, it will be about 95% of market for employees overall.

The Committee also discussed the market and performance percentage and base wage allocation. It is the recommendation of the Personnel Committee that the performance pay be added to the base of the employees who are under market, and those employees who are over market will receive a one-time payment based on 2080 hours times their respective performance pay allocation. There are 24 employees who are over market. The Mayor added that it is the City's goal to get the employees up to market.

Councilmember Farr said those employees who want to make working for the City their career, if they get above market, they may get a performance increase, but it is not being added to their base for their retirement calculation. He recommended the City look into rewarding these employees for tenure as well as performance. He did not think the City should pay someone just because of their tenure, or keep giving them raises; however, there should be some way to compensate an employee who is a seasoned employee that is continually doing as much as they can in their position. Mr. Tingey explained that as the market moves, these employees will get increases. This year the market increased an average of 3%. Councilmember Adams said the Personnel Committee talked about redefining market. Should market be top range or mid-point? If the market was changed to the top range, it would accomplish Councilmember Farr's concerns.

Mr. Tingey said if an employee receives a one-time check for their merit, the City pays the retirement on that check. However, it does not go into their base salary so when they get the incremental next year, it will be smaller.

Mayor Christensen suggested the Personnel Committee look at the possibility of redefining market.

Mr. Tingey said the Personnel Committee also looked at a new Water Foreman position requested in the Water Department. All the Public Works Departments have a foreman position except the Water Department. This would go through a competitive interview process for those operators in the department.

The last item the Personnel Committee discussed was re-establishment of the Inspection Department. When Bryce Haderlie was made the Community Development Superintendent, the Inspection Department was combined with the Community Development Department. With the recent changes, it was recommended the department be redivided. The Council will need to establish an Inspection Department budget, with Jared Johnson, Chief Building Official, responsible for the department. This department will include Judy Loveland, Code Enforcement, and the new Inspector when hired.

MOTION: Councilmember Adams made a motion to approve the Personnel Committee's recommendation as outlined by Mr. Tingey. The motion was seconded by Councilmember Bell and unanimously carried.

#### OTHER BUSINESS

##### Flood Recovery Meeting

Mayor Christensen announced a Flood Recovery Meeting on July 14 at 6:30 p.m. at the Community Center. Jim Buchanan will talk to the property owners along the creek. There will also be state employees in attendance that are knowledgeable about the money available to help.

##### Visioning Consulting

Mayor Christensen said she recently met with Ogden Mayor Godfrey and Stuart Reed. Mr. Reed is going to meet with the Council and help conceptualize and clarify what Brigham City's vision is. Part of the reason for this meeting is because of the concerns with commuter rail. She said she has always believed that commuter rail is something that really needs to come to Brigham City. Given the options UTA gave, it is going to be very expensive and difficult to bring commuter rail to Brigham City. In order to do that, the Council needs to know whether this is really something the City wants to commit to. Mayor Godfrey explained that in order for Ogden City to become the kind of community they want to be, they have to create the environment for businesses to come there. If Brigham City wants to be a high-tech center, there are some major commitments the community needs to make. She suggested three dates: August 16, 23, or 25. The Council agreed to meet on August 16 at 6:00 p.m.

##### SCIN Conference Tour for Brigham City

Mayor Christensen said they expect 500-700 attendees at the SCIN Conference. Ninety percent of those will be cities; 10% will be businesses. Brigham City is targeting those businesses to visit Brigham City. If one of those businesses decides to locate in Brigham City, it will be a great asset to the community because they will be a high-tech business.

Mr. Larsen reviewed the itinerary for the tour group. They will be picked up by a large charter bus at the E-Center. They will travel through the fruit-way to Maddox for lunch with entertainment. After that they will travel to the Bird Refuge Education Center and the Golden Spike Historic Site, and return to the E-Center approximately 7:00 p.m. During their travel time, they will talk about Brigham City and what the City is trying to do and what is envisioned for the community.

Mayor Christensen said they could charge \$100-\$105 per participant. She asked if the Council would like to subsidize this tour to keep the costs lower. Mr. Larsen added that if participants are not registering for the tour, it will be cancelled. The deadline for registration is August 31.

Mayor Christensen said if there were 70 participants, they estimate it will cost \$5,000. That would include the entertainment, the bus and the subsidy. If the City subsidized it 50% and only charged the participants \$50, it would cost \$2,500 for 70 people. Councilmember Bell asked where the \$2,500 would come from. Mayor Christensen said this was discussed during the budget process, and the Council agreed that the funds would be found because there was some room. Councilmember Adams said there was not any money put in the budget for this, but during the budget work sessions the Council agreed to look at it when the time came. He said after the Council reallocated some projects, money went back to the General Fund. He suggested funds be taken from the General Fund. Mayor Christensen said they need \$2,500 for the tour and \$5,000 for the booth. The Council agreed to fund \$7,500; \$5,000 for a booth at the SCIN Conference and \$2,500 for the tour.

## CLAIMS

### Warrant Register and Cash Disbursements

Councilmember Jensen moved to approve General Claims dated June 30, 2005 in the amount of \$58,996.42; and Cash Disbursements dated June 30, 2005 for \$181,653.16. The motion was seconded and carried.

A motion to adjourn to a Redevelopment Agency Executive Session was made by Councilmember Bell and seconded. The Mayor asked for a roll call vote. All councilmembers voted aye. The meeting adjourned to an Executive Session at 8:10 p.m. The Council returned to an open meeting at 8:50 p.m. and adjourned.